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education in the north

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No matter where they live, children love to play ball. But for the Eskimo child, this is a cold pastime; their ball is often made of snow, tightly rolled and fashioned carefully to resemble a small baseball.

The best time to play ball? Why, on the way to school, as our cover picture taken at Grise Fiord shows. Children in this tiny settlement live within the Arctic Circle and attend school in the most northern region of Canada; they are among the hundreds of Eskimo children now receiving elementary education under a federal government scheme.

The pictures, including the cover, which illustrate "Education in the North", were taken by Roger Cousin, Teacher Consultant, Baffin Island.

INTERCOM is a staff magazine published by the Information Services Division, Ottawa, and issued under the authority of the Honourable Jean Chrétien, Minister of Indian Affairs and Northern Development.

Editor: Mona C. Ricks

bits and pieces

In this issue of INTERCOM are stories and pictures which illustrate the federal government's education facilities in the Arctic. These stories include orientation courses for new teachers, teacher programs, and awards won by adult students who have graduated under the adult education program.

Following a glimpse of education in the north, INTERCOM took a tour of the educational facilities offered staff in Ottawa and the field, and found these to be extensive. The Departmental Library is filled with textbooks and travel adventures on the north, and there are many and varied staff training programs — as 11 Information Officers in Ottawa recently discovered. While this issue was being prepared, these officers were anxiously discussing exam papers, the culmination of a three month course in journalism at Carleton University. They were reminded that *pencil-chewing* is not a course in which to major.

In July and August, IAND staff travelled extensively in the north, accompanying the Prime Minister and the Minister on their tours. Pictures of staff participation in both tours are included in this issue, they show "behind the scene" views, not published in the daily press.

de bric et de broc

Le présent numéro d'INTERCOM renferme des articles et des photographies qui illustrent les services d'éducation dont le gouvernement fédéral dispose dans l'Arctique. On y traite notamment des cours d'orientation pour les nouveaux instituteurs, des programmes d'instruction pédagogique et des bourses ou distinctions méritées par les étudiants adultes qui ont obtenu un diplôme en vertu du programme d'éducation des adultes.

Après ce regard sur l'éducation dans le Nord, INTERCOM s'est enquis des services offerts au personnel, dans ce domaine, tant à Ottawa qu'à l'extérieur, pour découvrir qu'elles sont fort nombreuses. La bibliothèque du Ministère regorge de manuels et de récits d'aventures sur le Nord et les programmes de formation de l'effectif sont aussi variés que multiples. . . ainsi qu'ont pu le constater récemment onze agents d'information à Ottawa. En effet, pendant que nous mettions au point le présent numéro, ces agents s'affairaient à préparer des examens, couronnement d'un cours de journalisme de trois mois à l'Université Carleton.

Au cours des mois de juillet et d'août, certains membres du personnel du ministère des Affaires indiennes et du Nord canadien ont parcouru le Nord en compagnie du Premier ministre et du Ministre. Dans les pages suivantes, quelques photos prises en coulisse, introuvables dans les journaux quotidiens, nous donnent un aperçu du personnel qui a participé aux deux tournées.

M.C.R.

EDUCATION in the north

When you live in Canada's icy north, attending school is as great an adventure as when you live in the south. The schools are the same and the teaching facilities are the same. The students are as divergent in their personalities and abilities as those in the south, and they have the same educational problems — even slight language difficulties. But here the likeness ends.

According to Wilfrid G. Booth, Arctic Quebec Regional Superintendent of Education in Ottawa, students in the north have a slight edge on their fellow students to the south — they live in a world which is now awakening to modern educational advantages, a new world, and they are anxious to explore it.

Sharing this exploration each year is a group of elementary teachers, some of them new, some experienced in northern teaching. All are trained personnel. But before school opens each teacher becomes a student himself. He attends an orientation course either in Ottawa, Frobisher Bay, or Churchill, Manitoba.

During these week-long sessions the teacher takes a blackboard tour of the area to which he will be accredited. At Frobisher Bay and Churchill he is exposed to living conditions similar to those in most northern areas, and is acquainted with the conditions he will meet both in the settlement and school. Experts in various phrases of Arctic life tell him,

"What to expect and how to meet the challenge of teaching in Canada's new schools of the north." Usually the course is held in Ottawa; this year it was split in three — one in Frobisher Bay for teachers going into the Baffin Island region, one at Churchill, Manitoba, for the Keewatin region, and another in Ottawa for teachers in Northern Quebec.

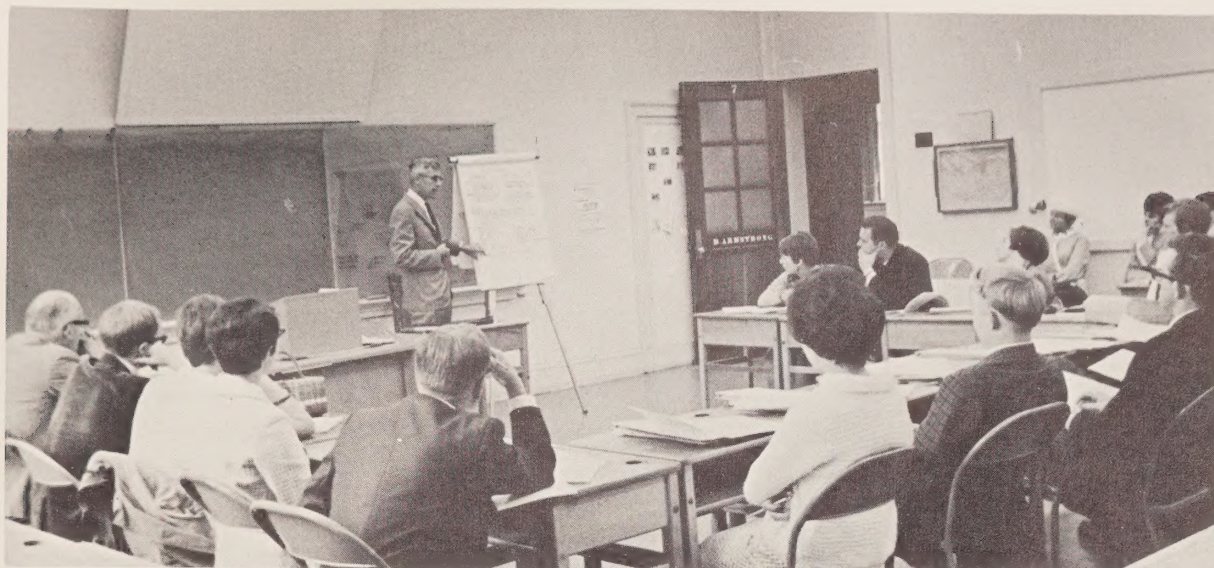
Do the Teachers Find it Difficult to Settle in the North ?

Mr. Booth's answer to this and the following questions are a capsule commentary on northern schools, on teaching conditions and facilities, and the results of an intensified Arctic education program.

"How quickly a teacher settles in the north depends on the individual", says Mr. Booth. "Some teachers make the change rapidly, they love the life there. Others fall by the wayside — but these are very few. Each teacher signs a contract to remain with the Department for one academic year (September-June). If they stay the full term, the Department pays their travelling expenses to and from the place of settlement. If they leave before the end of the academic year, then they pay their own way out."

Mr. Booth maintains the teacher casualty list is very low. Teachers sign for one year's teaching, but some repeat for a second or third year. He described a

Mona C. Ricks
Information Services



Teachers going to the Northern Quebec area are seen in Ottawa during their orientation course. They are taking a blackboard tour, explained by A.B. (Barry) Yates, Assistant Director of Northern Administration Branch.

young graduate teacher from Nova Scotia who came to the Department in Ottawa last May looking for temporary employment. "She was a godsend", he said. "We needed a temporary teacher desperately in Great Whale River. She eagerly accepted the job and for this year (1968-69) she will be teaching at Sugluk."

Of the 25 teachers going to the Arctic Quebec region for the 1968-69 academic year, five are repeat teachers (those returning for another year). Fourteen other teachers remain on staff, totalling 39 in Arctic Quebec. "Surely a good recommendation for the north."

What are Schools Like in the North - Do They "Measure up" to Schools in the South - Are they Modern, with the Same Teaching Devices as in the South?

Perhaps I'm a little biased, but I feel the Arctic schools are better than a good many in the south. Certainly they are better than most rural schools. They are equipped with the latest teaching facilities, projectors and screens for audio-visual courses, tape recorders, record players with 35 mm. projectors, duplicating machines and typewriters, maps, science equipment and excellent libraries. The Eskimo student has access to all the modern teaching devices students have in the south - except television.

How Would a Day in the School Life of an Eskimo Student Compare with One in the South - City, Urban, or Rural?

Eskimo students have to dress warmly all the year round. The climatic conditions can be extreme, even during a short walk to school. I've seen little toddlers bundled-up so well, only their eyes and a broad smile peek out from a huge fur parka. They're always happy coming to school. Usually they walk in groups, the same as children do in the south. But for the Eskimo, travelling in a group is not just a comradely gesture - it is a safety measure. Sudden storms can envelope the small travellers quickly or they may be attacked by the husky dogs. Alone they might perish, in a group they can attempt to get help.

Each school day opens similarly to one in the south. The children might sing "O Canada" or a hymn, or say a prayer. But by regulation, religious exercises are reserved for the last half-an-hour of the day. A choice of arithmetic, health, word study, reading (oral and silent), social studies, and writing is fitted into the day's work. Schools in the Baffin Island region follow an adaptation of the course of studies set for Ontario Provincial schools, Keewatin schools follow an adaptation of the Manitoba curriculum, and Northern Quebec follow an adaptation of the course of studies established for Protestant schools in Quebec province.

You Mentioned Protestant Schools. Are There any Separate Schools in the North?

No, not as we know them elsewhere in Canada. If the majority in a settlement are Roman Catholic, then the Department will appoint an R.C. teacher, if Protestant, then a Protestant teacher.

Is it Necessary for a Teacher to have Special Qualifications before Acceptance

No. The regular academic level of teaching ability is required. It is essential, though, that a teacher has teaching experience, usually at the primary or elementary level, besides certification. If a teacher has special experience in teaching English to those whose native language is not English, or teaching English as a second language, then, that teacher is more valuable to the Department.

Teachers in The North Find Themselves in a Different Cultural Environment. Do they Learn any of the Eskimo Arts from their Students?

I don't think the students ever teach their own handicrafts to the teachers. A teacher might want to know certain principles of Eskimo handicrafts, but as a rule teachers are too busy with their own pursuits. Eskimo women are very adept with a sewing machine, especially an electric machine. They make fur and skin garments and can operate these machines as skilfully as any operator in the south. One thing I'm sure - no teacher would want to chew mukluks as Eskimo women do.



Going to school in a group is important in the Canadian north. Sudden storms and dogs are a hazard the children are well prepared for.

Do You Feel an Eskimo Student's Home Environment Hampers his Learning Capacity ?

Perhaps a little. Eskimo families are usually very large and their homes not large enough. I venture to say that the day has gone when an Eskimo lives all-year-round in a snow igloo; there are now many modern homes in the north. Most of these homes are financed through the federal government and are adequate, though not large. This means that a student in the north often has to use the kitchen table for a desk — just as his fellow students do in the south. Family distractions can keep him from regular study.

Are the Basic Principles for Teaching in The North the Same as those in Southern Schools ?

Of course! Each school follows the curriculum of the appropriate province.

Sometimes these have to be modified to suit local conditions. But mainly they are the same. Teachers become very skilful at adapting lessons to individual schools.

School in The North, then, Could Well Be an Adventure for Both the Teacher and the Student.

Yes, this is so right. There is a strong teacher/student relationship, an interaction of human values. I guarantee that no teacher can go north and teach there successfully for a year without becoming a better teacher. The experience broadens one's knowledge immeasurably.

When a Teacher with a Family Goes North, would his Children be Taught in the Same Classroom as the Eskimo Child?

When a teacher with a family accepts a northern appointment his children are treated just as are all other students in the north. There is no discrimination. In fact, the Department encourages families to go north. These children profit from exposure to Eskimo children. Some learn Eskimo phrases and expressions during play periods.

Apart from Climatic and Other Environment Differences, is there anything else Peculiar to Teaching in The North ?

You must be thinking of the Eskimo Classroom Assistant. These teacher-assistants are very valuable. They are chosen from students who have reached a certain academic level, and are predominantly girls. They assist in the classroom all day, often they teach in both English and Eskimo.

Story-time is of special interest to Eskimo children; they love to hear tales of adventure. These students have just finished a session on word study and are waiting for the story to begin. The Classroom Assistant sits at the far back.





Evening adult education classes are held in many of the northern regular day schools. The subjects are varied and cover a wide range of interests. Consumer education, finance, government, co-operatives, and English as a second language are particularly stressed.

Courses for these teachers have been given in Brockville, Smith's Falls, and in the south, and occasionally in the north. Every elementary school in the north has one of these teachers.

It Would Seem that the Barren Snowland of the North no Longer Exists as a Barrier in Canada's Educational World. The Eskimo Student More and More is Achieving Equal Opportunity in Education.

Certainly! Give an Eskimo an opportunity to learn and he is eager to do so.

This is a picture of the Eskimo student and his teacher today. Ten years ago, education in the north hardly existed. In the central Arctic regions few schools operated, and these were limited in scope. For some 2,000 children in central Arctic, only nine schools were available, and they

had poor tools to work with. In the Baffin Island district over 1,000 school-age Eskimo children were without a qualified teacher — and so the story continued ten years ago. Today, schools are scattered throughout the thousands of square miles of Canada's Arctic north, equal to or greater than the combined areas of Ontario and Quebec. Qualified teachers, many with several years teaching experience in the north, are training Eskimo students, preparing them for a technological and scientific society which is making more and more demands on the Canadian economy. The social breakthrough which Prime Minister Trudeau witnessed in the north encompasses many areas of endeavour — this includes education. ☉

Farewell to Anna

An apprehensive, but excited typist left the Department in Ottawa last July with an extra \$25 jingling in her pocket — a farewell gift from her workmates. Anna Renkema was on her way to Holland, the first trip back to her homeland since she came to Canada 16 years ago.

This was also Anna's first plane trip and she admitted to a queezy feeling in her stomach. "I'm going to take a good many deep breaths and try to sleep all the way to London", she said. From London Anna flew on to Holland where she stayed with relatives in Groningen.

Anna joined the Department a year ago and had been a typist with the Information Services Division. ☉

Education Plus . . .

IAND Provides

The Opportunity

Diane Armstrong
Information Services

The Department provides many kinds of subsidized education programs for its employees, ranging from short courses, where the department pays half the tuition fees, to three year courses with all costs paid by the Department.

Qualifications — All employees are eligible, providing they can show that their value to the Branch and the Department will be increased by further training. Priority varies according to the need. In a “make or buy” situation, when certain skills are in short supply, the Department prefers to train its own people.

Types of Programs Available — Department subsidized education programs fall into two broad categories,

non-leave	leave
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Non-leave programs are taken on the employee's own time, such as a night school or correspondence school. The school must be properly accredited. Initially the student pays the tuition fee. When the final results are available, and if the student passed, the department may refund half the fee.

Leave programs are those which take the employee away from the office, sometimes for only a few hours a week (like those ubiquitous French classes), perhaps for three years.

Main Types of Leave Programs

1. Leave with an allowance equivalent to full salary paid by the Department

The maximum time which may be allowed for this type of program is three years. An employee on leave undertakes to return and work for the Department for the same length of time he was away. During the employee's leave, the Department pays its share of the benefit costs (superannuation, etc.) and the employee continues to pay his share

through payroll deductions. He is considered still on active duty during this time. Tenure is accrued during leave.

2. Leave with Partial Salary and Tuition Paid by the Department

Where the need for training is not of the highest priority, but is still important, the applicant may be granted an allowance equivalent to a portion of his salary as well as assistance with tuition fees and travel costs. Benefit costs are treated the same as in section 1.

3. Leave Without Pay

The maximum time allowed for leave without pay is three years. The employee is required to return and work for the Department for the same length of time as he was away. Tenure is accrued during leave. The Department pays its share of benefit costs (superannuation, etc.) and the employee meets his share, whether by paying a lump sum or by postdated cheques.

4. Seminars and Short Courses up to Two Weeks

These are usually updating courses needed to keep abreast of new developments. Full expenses, including living expenses when the course is held out-of-town, are paid by the Department, also salary and tuition fees. During this time the employee is considered on active duty.

5. Short Leave

This type of leave takes the employee away from the office for only a few hours a week. Sometimes the Department pays the total tuition fee and sometimes half. For the 11 Information Officers taking the Carleton University course, “Introduction to Journalism”, in Ottawa this summer, the entire fee was paid by the Department. There is

no limit to the kinds of courses available but they must relate to the needs of the Department.

How to Apply — You think you qualify for a course? — then the first step is to discuss it with your division chief or director. (Although a minimum of three years' service with the Department is usually required, in the case of educational leave this rule can be bent, depending on the value of the training and the type of course.) The next step is to get permission in writing from your director to register for the course. Your request will be channelled to the Branch Education and Training Committee, then on to the Departmental Education and Training Committee. If your request passes these two committees, it is sent to the Minister for approval, then forwarded to Treasury Board for final vetting.

Although education leave is a managerial responsibility, each branch has a staff training and development officer. This officer is ready to advise you on the type/types of courses available, but it is the prerogative of division chiefs and directors to provide training for staff at the right time and the right place.

In 1967, 22 members of the Northern Administration Branch registered for a year's educational leave. This year, many more are studying during their own time or on short-term leave.

Important Point

Tuition fees are income tax deductible whether paid out of your own pocket or by the Department.

Suggested reading on the art of writing and preparation of manuscripts available in the Departmental Library.

Nelson, Joseph Raleigh

Writing the Technical Report, 3rd ed., New York, McGraw-Hill, 1952

Sklare, Arnold B.

Creative Report Writing, New York, McGraw-Hill, 1964

Strunk, William, Jr.

The Elements of Style, by William Strunk, Jr. and E.B. White, New York, The Macmillan Company, 1959

Winfrey, Robley

Technical and business report preparation. 3rd ed. Ames, Iowa State University Press, 1962

Crutchley, Brooke

Preparation of Manuscripts and Correction of Proofs, by Brooke Crutchley. 2nd ed., Cambridge University Press, 1964 (Cambridge authors' and printers' guides II)

Flesch, Rudolf Franz

The ABC of Style: A Guide to Plain English. 1st ed. New York, Harper and Row, 1964

The Art of Readable Writing. New York, Harper and Brothers, c1949

The Writers' Handbook

Edited by A.S. Burack, Boston, The Writer, Inc., 1964

School was IN for most students when this picture was taken, but for the 11 Information Officers taking a summer journalism course at Carleton University, Ottawa — school was OUT. Here you see six exuberant officers "letting off steam" after the final exam. Merry-maker, Albert Rorai (with umbrella) also enjoyed the fun, watched anxiously by (left standing) Helen Burgess, Michel de Courval, and Yolande Richer. (Seated left) Diane Armstrong, Jane Peguegnat, and Keith Miller.





School is Exciting to Eskimo Teacher

Eighteen year old Veronica Bruce has a unique job — it's different and exciting. She is a Classroom Assistant in the Keewatin Region, Arctic District — an important and demanding role.

Veronica is one of the Eskimo teachers who attended a workshop for Classroom Assistants in Churchill, Manitoba, in June, and is very enthusiastic about her work. Her students are Eskimo children, bouncy preschoolers and beginners, who require the guidance of one of their own people.

Each day during the school year Veronica assists in the classroom. She helps the teacher to understand Eskimo habits and acts as an interpreter; frequently she teaches in both Eskimo and English. All elementary schools in the North have Classroom Assistants.

But, let Veronica tell her own story:

"I was born in Coral Harbour on April 3, 1950. I attended school at Coral

Harbour for six years. When I was 13 years old I went to Rankin Inlet to see my father. That was the first time I had seen him. After a few months in Rankin Inlet I returned to Coral Harbour. I remember that trip very well. My father went to the sanitorium then.

"When I was 15 years old I went to Churchill and attended the Churchill Vocational Centre for two years.

"I didn't go back to Churchill when the other students went in August but I became a Classroom Assistant at the school. I got through my teaching all right, but I had to be a little tough on the kids sometimes. I guess this is just the way of being a teacher.

"I like being a Classroom Assistant and I liked the work we did in our workshop in Churchill. We prepared some booklets to help the kids not to forget their own language and Eskimo syllabics.

That should be a lot of help for little kids in their own settlements.

"School starts in Coral Harbour on the first of August and soon I'll be busy and happy to be working again."

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The June workshop for Classroom Assistants, held at Churchill, Manitoba, was directed by Regional Superintendent of schools, W. Ian Mouat, assisted by the co-ordinator, Vivian Julien, Regional Teacher Consultant. Other assistant teachers were: Mrs. Adeline Loshack, Joseph Bernier School, Chesterfield Inlet and Miss Sylvia Gaudry, Rankin Inlet Federal School.

Six Classroom Assistants attended the course: Susan Tagoona and Eva Arcola from Baker Lake; Veronica Bruce, Coral Harbour; Mary Nordy Gibbons, Eskimo Point; Marie Nippissar, Rankin Inlet; and from Whale Cove, Agnes Poksiak. ⊕

The Cost of a World Tour ...

Exploring a library is always exciting to me. Tucked between wedges of steel or wood are constant surprises. It's like taking a world tour without a travel ticket. You start at section "A" and find an imposing-looking volume with a brilliant colored cover — the "Art Treasures in the Royal Ontario Museum" is filled with historical wonders, gathered from all corners of the world.

Leaving Ontario, you travel to Quebec and explore Canada's northlands with the Indians. "On Trail and Rapid by Dogsled and Canoe" is a fascinating tale which follows an Indian Trail through dangerous rapids. While in the north you can read "The Grey Nuns of the Far North". This is a story of the nuns' work and achievements in hospitals and schools in early Canada.

From a stay in the north you wend your way around more book stacks, until you face a large, red volume filled with fine prints. Open it, inside you find reproductions of the "Art of the Kwatiutl Indians", and a discussion on their life along the northwest coast of North America.

Perhaps you would like to do a little mountaineering on this library trip. "Mountaineering: The Freedom of the Hills" is a detailed account of the technique of safe climbing and the correct equipment to use.

You've left the mountains behind and have headed for England. Many mediaeval castles are scattered throughout the countryside of England and Wales. "Castles", a simple but explicit title, is an historical discussion, covering most of the castles in these two countries.

France, only a short hop across the English Channel invites you. If you find the crossing choppy, take a rest, there's a fascinating book on the history of French furniture to entertain you. "Le meuble en France" beckons the weary traveller to enjoy its tale of furniture-making.

You are on your way again — myriads of book stacks await you, the thrill of adventure beckons you. What about a trip to the Alps? Maybe, "The Alps from End to End"? Now you've found an historical description of these mighty mountains, its well-worn cover tells you it has been perused by many inquiring eyes — you add your own to the list.

Perhaps a glimpse of the Alps is all you want, and so you travel on. The National Parks of South Africa cover vast areas. In "Sevengi Shall Not Die", the reader will find an historical study of South Africa's parks, illustrated with many colored plates.

To top this library adventure, try a trip through the pages of, "On Top of the World", a revealing tale of a Soviet expedition to the North Pole. And while you're exploring the north, there's "Alaska the Big Land" to enjoy.

Back in Canada you find there are endless regions to explore. This time "moisy" through the Indian Affairs and Northern Development Departmental Library; it's well-worth a lunch hour tour and the staff are always willing to help.

I recently returned from one of these tours, it cost me — a pair of tired feet, inquisitive eyes, and a well-worn pencil.

M.C.R.

Tired Feet and a Well-Worn Pencil

IAND Bookshelf



As space permits *INTERCOM* will include a list of recently published books which could be of interest to the staff. Many of the books are obtainable from the Department Library, these are marked with an asterisk. Your local public librarian will, no doubt, be able to supply all others.

**Art of the Kwatiutl Indians and Other Northwest Coast Tribes* by Audrey Hawthorn, University of British Columbia Publications Centre, 1967.

Described as "a museum without walls", the UBC's crowded museum of anthropology is housed in a small room in the university library. A new museum, in the Norman MacKenzie Centre for Fine Arts, is to be made available for UBC's fine collection of tribal and oriental art collected over many years. As curator of the museum, opened in 1947, Mrs. Hawthorn writes of the traditional arts and ceremonies of the Kwatiutl Indians and other tribes. The book is filled with information for anthropologists, art historians, designers, and students of the theatre and dance.

**Canoeing with the Cree* by Eric Severeid, St. Paul, The Minnesota Historical Society. Here is a book for the canoeing enthusiast, full of daring feats and physical endurance tests. Two American teenagers, Eric

Severeid, 17, and Walter C. Port, 19, made the 2,250 mile journey in an 18 foot canoe from Minneapolis to York Factory, Hudson Bay in 1930 — this is their story, told vividly and in detail.

The Curve of Time by Muriel Wylie Blanchet, Sidney, Vancouver Island, B.C., Gray's Publishing Ltd.

The journeys of a family along the British Columbia coastline in a 25 foot launch are related in this appealing book. Mrs. Blanchet, born and educated in Montreal, moved to Vancouver Island where she made her home on the waterfront near Haro Strait. After her husband's death in 1927 she wrote many stories about her sea trips with her five small children and their dog. "Time did not exist" she writes, during the summer cruises. "You can look back and see the Past, or Forward and see the Future, all in the same instant." In fogs and storms, sunshine and quiet, and windless days, the family churned up and down the B.C. coast, fighting tides and skirting rocks. Mrs. Blanchet's delicate descriptive touch makes this book a joy for adults and juvenile readers.

The Empty Ark by Philip Kingsland Crowe, Toronto, Saunders, 1967.

The author of this book is a former U.S. Ambassador who was appointed by the World Wildlife Fund to assess which rare and threatened animals and birds were most in need of help from the Fund. The *Empty Ark* is an account of three travels on four continents, and tells of the "250

species which have vanished since the beginning of the Christian era." Of these, two-thirds have become extinct during the past 50 years. Mr. Crowe warns that "today another 250 rare species of birds and animals are in real danger." Although primarily written as a scientific report, the book has many lively anecdotes which make interesting reading material for all ages.

**High Arctic Venture* by Margery Hinds, Toronto, Ryerson, 1968.

When speaking of the Eskimos and their future, Miss Hinds looks wistfully back on the two years she spent as a teacher in Arctic Bay. "The time is fast approaching when Eskimos will begin to take part in the administration of their country", she writes. "It is hoped that the white people who control the initial stages will seek the intelligent and wise Eskimos of independent spirit. There is no substitute for wisdom."

This is a down-to-earth story of Miss Hinds' association with her students and their families. She paints realistic pictures of Eskimo life and the land she learned to love. Some of her mental images emerge as questions — some answered, others waiting for time to tell.

**Judge of the Far North: The Memoirs of Jack Sissons*, Toronto, McClelland and Stewart, 1968.

This is not *just* a story of Canada's north, it is the life battle of John H. Sissons, formerly the first justice of the Territorial Court of the Northwest Territories (1955 to 1965). Told in forthright, lucid language, Jack Sissons chronicles his battle with "bureaucracy" in such a way that he clearly shows he considers himself the champion of northern rights. The villains of his tale are "Ottawa bureaucrats" whom he describes as responsible for the lack of understanding in the administration of the Eskimos.

Judge Sissons didn't always win his battles when in office, and in retirement he has not calmed his outspoken barbs, as this frank collection of memoirs reveals. For those who love the north, Jack Sissons' book is a monument of historical information. The Eskimos called him *E'koktoegee* (the one who listens), he called them *The People of Par Excellence*.

* There are two other books which complement Jack Sissons' work: *Indians and the Law* by the Canadian Corrections Association (1967) and *Inquiry re Administration of Justice in the Hay River Area of the Northwest Territories* by the Hon. Mr. Justice W.G. Morrow (1968).

**Yellowknife* by Ray Price, Toronto, Peter Martin Associates Limited, 1967. For those who have visited the northern frontier, the lusty flavor of *Yellowknife* will bring back memories of frontier life. Throughout this book, which describes the new capital of the Northwest Territories, a constant parade of characters reveal robust happenings of life in the Territories. As a resident who wears his collar back to front, Ray Price tells in colorful, descriptive passages his reactions to the north, its rugged life and culture. "Where else in Canada" he writes in his prologue, "would it be possible to find a newspaper with sober headlines on the front page . . . and on the inside headlines like this: 'Barber or Bilton? Who Buggered Ballplayers Buffalo Barbecue?'"

CHILDREN'S BOOKS

Kanayu, the Young Hunter by Margery Hinds, Basil Blackwell, 1968.

Scenes of daily life in the Arctic are used as the background for this appealing tale of an Eskimo boy. Kanaya learns the techniques of seal and whale hunting from his father, watches the spring break-up of the ice, and in a poignant scene, is rescued from an ice floe. Although the writer is mainly involved in the escapades of Kanayu, the impact of modern life is brought into focus through radio programs which beam news and entertainment to the north.

Forbidden Frontier by Christie Harris, McClelland and Stewart, 1968.

This is a novel about Megan, an Irish immigrant and Allison, the half-breed daughter of a Hudson's Bay factor and his Indian wife. It illustrates the grief and frustrations which the West Coast Indians suffered after the white men came to the area. Allison grows up under the influence of her mother's fierce Haida pride and the determined, practical guidance of her

Scottish father. Megan's discovery that her friend Allison is a half-breed brings a painful moment to a well written tale.

Fire Over Huronia by Fred Swayze, McClelland and Stewart, 1968.

Jean Amiot, a young boy who was sent to a Jesuit mission in Georgian Bay to live with the Indians and become an interpreter, is the hero of this factual story. Swayze wrote the boy's adventures through Jean's eyes, making a fascinating historical record.

Shadows from the Singing House: Eskimo Folk Tales, collected by Helen Caswell, Edmonton, Hurtig, 1968.

These 18 short folk tales are part of an Eskimo tradition that reaches from Alaska to eastern Greenland, almost 7,000 miles. They have probably been told countless times, over thousands of years, in smoky, dimly lit igloos. As part of our Canadian heritage they are significant of the origin of life in the north — bleak, stark, revealing traditions and culture. Illustrations by Eskimo artist, Robert Mayokok, add authenticity to the legends. ☺

The Departmental Library in Ottawa is a busy place, filled with many types of books. New publications are constantly added to the book stacks, providing research opportunities and reading for relaxation.



Why a Skills Inventory?

When you receive your Manpower Inventory Questionnaire, make sure you understand each question fully before answering. Your chances of landing a new job in the Department or within the Public Service, will be improved by the thoroughness of your reply. Give the facts precisely, but cover the question thoroughly.

When an outsider is hired to fill a position, there is sometimes a reaction from employees, such as, "I could have done that job. Why did he have to hire someone from outside?"

Why is there this reaction?

The supervisor has a position to fill, asks Personnel to help him fill it, a competition is run and the applicants are interviewed and someone is selected for the job. A normal procedure, but one which can cause resentment because employees either do not see the poster advertising the position, or are unsure that they have the necessary qualifications to apply for the job. If Management could identify promptly that the skills necessary to fill the position exist within the Department a poster competition would in most cases be unnecessary and every qualified employee would automatically be considered.

This is the aim of Skills Inventory.

With a properly established skills inventory, the supervisor can quickly determine if there are employees within the Department who possess the required skills to fill a particular vacancy. He can then fill the vacancy with a qualified man

or woman who already knows the organization of the Department, and save himself considerable time, expense, and effort. At the same time, he might boost employee morale.

Department Approach to Skills Inventory

The Management of the Department agrees that all qualified employees should be considered for advancement before recruiting outside. The Department, therefore, has critically examined its personnel inventory records and has found that the machinery established to record employee data is not really adequate to satisfy either management needs or employee aspirations. The information on file, though essential, is not sufficiently reflective of an employee's experience or skills. Consequently, the Department adapted, from industrial application, a skills "check-off" form to meet the increased demands to locate and identify Department personnel with specific qualifications. The various skill groups were checked by appropriate staff of the Department to ensure that the inventory contains a meaningful reflection of the skills any employee in a particular group might possess. Management also decided

that in an undertaking of this magnitude and importance, a control study should be set up to adequately test this method of obtaining skills. Accordingly, the form was mailed to a random sample of 83 people representative of as many skill groups, position levels, branches, and locations as possible. The replies of this sample were analysed and the form amended where necessary prior to mailing it to all employees early this fall.

The breakdown of employees' skills will be collated into a skills inventory bank which will be transmitted into a computer record. This will enable the initial screening of candidates for vacancies to be considerably more precise than present efforts permit. When a position becomes vacant, the manager, and the staffing officer, will determine the education, experience, skills, etc., he considers necessary to get the job done. This information will be fed into the computer and the system will identify all employees with the qualifications needed to fill that specific position. Management will then, as under the present hiring process, screen and interview the qualified candidates to obtain the best possible individual for the job.

It is intended that the system will be updated periodically. This updating procedure will include deleting records of employees leaving the service, entering records of new employees, and changing records of present employees to include additional education, changes in work assignment, promotions, skills, etc. Although provision will be made for a periodic follow-up, employees should notify their personnel officer of any changes, as they occur, which could affect this record.

Advantages to the Manager

1. A skills inventory bank gives management an over-all view of the personnel resources which exist within the Department.
2. Such a bank will save time, money, and effort as the number of poster competitions are reduced.
3. By getting the best qualified employees from within the Department, the manager benefits as the employee hired already has the organizational knowledge that could "slow down" an outsider.
4. The manager, having pin-pointed what skills he requires to do a particular job, has quick access to the names of all employees within the Department who possess these skills. Thus the manager can ascertain how soon and by what method he can best fill the vacancy and still adhere to the "merit principle".
5. A skills inventory warns management of areas where vital skills are or will be in short supply.
6. A skills inventory identifies areas where retraining is needed to meet the changes within the Department.
7. The bank can also increase morale and provide employment incentives by ensuring maximum consideration of all qualified employees for each job.

Advantages to the Employee

1. A skills inventory offers employees a better chance of being considered for advancement.

2. All potential candidates in a "closed" competition are automatically considered; they do not have to see a poster or advertisement to apply.
3. Field personnel are considered equally with Headquarters staff, thus overcoming the continual problem in isolated areas of employees not hearing about an opening until after the position has been filled.
4. The selection base for vacant positions will be broader and more realistic in the sense that management will be aware of all people, regardless of Branch, who have the skills needed for a job, whether or not the employees are in the same group as the position to be filled; for example, a person in administrative services with a financial background would be considered for a financial position with financial administrators.
5. The inventory includes not only the work employees do now, but also all the skills they can use if and when required.

Summary

Although a skills inventory system, together with the personnel data the

Department already has, permits screening of all employees quickly, it should be emphasized that the computer accomplishes only the quantitative part of the selection process. Management must retain responsibility for the final selection based on qualitative factors, according to the "merit principle". A skills inventory does not attempt to classify personal skills and abilities into pigeon-holes. The final selection of personnel will not be based on the skills record alone but through further screening and interviewing of the personnel identified from the skills inventory bank.

What is identified by the computer depends on the information an employee gives in his Manpower Inventory Questionnaire. All employees are, therefore, urged to participate in this program and to fill out the inventory questionnaire with great care. It is the skills data that you furnish which will ensure you are considered for all job opportunities as they occur and ensure that you are identified for further training where necessary.

Margaret D. Woodley
Manpower Planning and Staffing

A Pocket-Size Interpreter

Chattering, greedy starlings are regarded as nuisance birds by most southern farmers, but to J.D. (Pat) Furneaux, Northern Administrator, the starling is a welcome visitor.

Last May the first starling to visit Povungnituk was found sheltering in Mr. Furneaux's warm garage, and has since become a family pet.

Starling One occupies a fancy cage in the Furneaux's kitchen, where it sings a mighty fine song. It could be that Pat Furneaux may soon have the first portable pocket-size interpreter as his house guest. The Furneaux family are attempting to teach the bird Eskimo, French, and English — a trilingual asset to any Department.

For the local Community Council, Starling One has posed a touchy question — what to call a starling in Eskimo? As this is the first starling to be seen by the Povungnituk Eskimos, there has been much head scratching and hand waving. The result? Possibly a new word for the Eskimo language.

Departmental Joint Council

The second meeting of the 1968–69 Council was held in the Departmental Conference Room, 14th Floor, Centennial Tower, July 4, 1968. This was primarily an inauguration meeting to elect a Vice-chairman and select committee chairmen for several committees. J. Alan Pettis was elected Vice-chairman. Committee chairmen are:

Publicity Committee	—	L.M. Bereza Rm. 1360
House Committee	—	D. Lockwood Rm. 1245
Elections and Nominations Committee	—	Andre Nault Rm. 630A

The Committee chairmen were requested to present a list of names for prospective committee members at the next meeting.

Ronald W. Nablo, Chairman, informed the members that the Deputy Minister, John A. MacDonald, had indicated in a letter dated May 7, that he was in agreement with the establishment of an employee lounge, and had requested the appropriate authorities to determine a suitable location. It was necessary, however, for the Council to provide certain details: how the prospective lounge area could be furnished beyond minimal requirements and suggestions for operating hours, etc. The House Committee voted to poll Headquarters staff and determine the degree of interest in an employee lounge, and if sufficient numbers of the staff would be willing to accept a registration fee to cover any operational costs. A list of questions has been sent to the staff and the result will be published.

R. A. S. Reid
National and Historic Parks Branch

Merit Award Program

Details of the Departmental Suggestion Award Program have been circulated to the staff. On a following page, two suggestion winners are shown receiving their prizes. The Merit Award Program is separate and is different from the suggestion program. The following procedure guidelines are reprinted from the Deputy Minister's announcement of the Program.

"The emphasis of the Merit Award Program is on performance of an exceptional nature, beyond what the management of this Department normally requires of an employee, and although the program is oriented to the professional and management level, it is intended that merit awards to employees below the professional and management level can be considered.

Procedure

1. Guidelines in making nominations:
 - a) A merit award may be granted to a public servant for a recognizable contribution that resulted in a major improvement of efficiency, operations or service to the Public Service.
 - b) The contribution must be clearly identifiable both as to substance and the responsible person; for example, a major project, a special assignment, a research study, an act of courage or sustained personal effort resulting in

saving of life or property, or performance at an unusually high level over an extended period of time.

c) Performance must always be taken into account in assessing the contribution, and the quality of performance must be of an exceptional character *well beyond what management normally requires of the job*. Performance may relate to unusual conditions under which the work was done as well as the quality of the work performed.

d) In addition to performance, the contribution may consist of significant new ideas or imaginative solutions to problems over a period of time.

e) A merit award will normally be recommended only when continuing employment is anticipated. It is important that the award should never become a sort of "retirement benefit".

2. Due to the expansion and reorganization of the Incentive Award Plan a full time Co-ordinator has been appointed under the direction of the Chief, Staff Relations. The Office of the Personnel Adviser is further represented by the Personnel Adviser who will be the permanent Secretary of the Committee. Nominations for merit awards should be submitted through regular administrative channels of the Merit Award Committee. A responsible officer at any level above junior management level (maximum of a PM 3 — \$9,282) may originate a recommendation.
3. Nominations should be submitted on ordinary memorandum paper. The memorandum should provide full details concerning the employee's contribution. If the results can be measured in monetary or other precise terms, this should be indicated, although awards if made will not be assessed according to monetary savings. ☺



FIRST . . . Eskimo Pilot and Carpenter

Flying out of Resolute Bay this fall will be a calm, newly licensed commercial pilot. Markoosie, a 27 year old Eskimo, recently acquired his private flying licence and starts a regular run as a pilot with an air service. Markoosie is the first Eskimo to obtain a pilot's licence, and if you ask him why he choose to "blaze a trail to fame", he'll tell you, "I always wanted to be a pilot, even though it meant long hours of study." This picture shows Markoosie during his training course at Sky Harbour Air Services, Goderich, Ont.

• • •

Carpentry at Churchill, Manitoba, will have a new touch in the future. The deft hands of Armond Kolit from Rankin

Inlet, Northwest Territories, will be caring for the Department's repairs.

Twenty two year old Armond is the first of 14 Eskimos to graduate from the Northwest Territories apprentice training program, and the first Eskimo to receive a Journeyman's Certificate in Carpentry. Armond started his training with two handicaps: the course had to be written in English, and Armond's knowledge of the language was below what is normally required. This meant working long hours to upgrade himself academically and at the same time keep up with the theory

courses. These drawbacks didn't worry Armond, he completed his training within the allotted time and graduated in July with the highest qualification possible in carpentry.

As an apprentice carpenter with the Department in Churchill since 1964, Armond Kolit travelled to the Manitoba Institute of Technology in Winnipeg each winter for six weeks carpentry training under a qualified teacher. Now Armond is a qualified carpenter himself and working for the Department again in Churchill. As a First Class Journeyman Carpenter he is permitted to work anywhere in Canada — Armond choose to remain in the North. •



On Tour With

1 and 2

At Frobisher Bay, local scouts were among the crowd waiting to see the Prime Minister. Here, a smiling Scout Master, Tony Paton, IAND Personnel Officer, Frobisher Bay, introduces a member of his troop. Dave Davies (left), Regional Administrator, Frobisher Bay, presents the Prime Minister with a posy of local flowers — red and yellow Arctic poppies. Bud Orange (center), M.P., N.W.T., is an interested spectator.

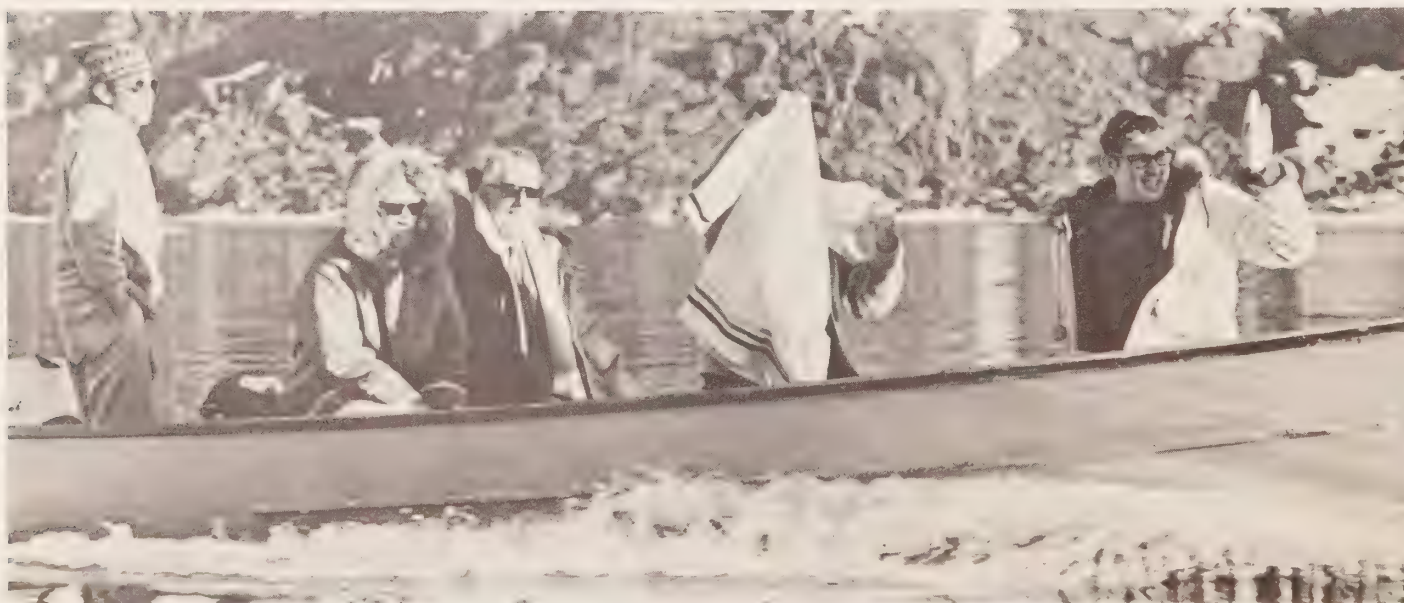
3 and 4

Coming ashore at Clearwater Fiord, enroute to a tourist camp for a few moments fishing. Seated beside Mr. Trudeau is Alex Stevenson, Administrator of the Arctic. Peter Greene, Area Administrator, Pangnirtung, shields his eyes from sun-glare. Ralph Currie (right), Project Officer in the area, greets the Prime Minister and his party.

photographs — C P



2



3



4

The Prime Minister

5 and 6

The approach to Grise Fiord, a tiny settlement on Ellesmere Island, is exciting. The Twin Otter airplane carrying Mr. Trudeau, landed on a 1,200 foot runway, tucked between a glacier brook and an ice-capped cliff. Here the Prime Minister met Josephie, son of "Nanook of the North" (with glasses) and was greeted by a shy little girl as he balanced the muskox horns (under paper) just presented to him. Later, a concerned Prime Minister inspected his mud-splattered pants as Alex Stevenson (left), Edith Iglauer, writer for the New Yorker magazine, an R.C.M.P. officer, and Gerard McNeil, Canadian Press writer, look on.

7

Enthusiastic Eskimos greeted Mr. Trudeau throughout the tour. At Pond Inlet, a thriving community spread along the northern shore of Baffin Island, Eskimo drum dancers demonstrated their skill. Drum expert, Komanapik, explains how the drum is used in the ancient art, watched by the Prime Minister and Bob Pilot, Area Administrator.



5



6



7

co-ops bring economic success to the north

Mona C. Ricks
Information Services



Eskimos in the Arctic will long remember the recent tour of the Prime Minister. Eighteen small communities, scattered throughout the 9,780 mile-long route, were visited, and gifts, peculiar to each region were presented to him.

In two of the communities Mr. Trudeau met the members of two Eskimo co-operatives — one at the far tip of the Canadian north, within the Arctic Circle, and the other, a recently established co-op in the Western Arctic.

At Grise Fiord, a tiny Eskimo community on Ellesmere Island, 1,200 miles from the North Pole, Mr. Trudeau was greeted by members of Canada's northernmost co-operative. This 18 family settlement relies entirely on the local co-operative retail store for its daily staples. Stacked on numerous shelves, the Prime Minister saw the same products as are seen in any country store: sugar, flour, coffee, tea, etc., even nylon stockings, rubber boots, and fabrics — all essential to life in this compact community.

The co-op store in Grise Fiord is a busy meeting place, as the Prime Minister discovered, and the hub of community activities. Eskimo families congregate here, actively engaged in a thriving business — buying and selling goods. Some bring seal or polar bear skins for sale, others bring fox pelts, carvings, and locally made handicrafts. Here the Prime Minister was given an unusual memento: mounted muskox horns, and he met some of the Eskimos who had taken part in a famous silent film in the Nineteen Twenties, taken from the book "Nanook of the North".

Many miles west, in the Mackenzie District, Mr. Trudeau visited Nanook Co-operative at Tuktoyaktuk, on the shores of the Beaufort Sea. Here he received a

pair of after-ski boots and modelled a sealskin parka. The main business at the Nanook Co-operative is manufacturing fur garments from muskrat, sealskin, and fox for sale in the south. Grise Fiord and Nanook co-ops are only two of the 34 co-operative centres successfully operating in the Arctic. All play a vital role in Eskimo life.

Meaning and Purpose

The word *co-operative* has become an accepted way of life today. It means *working together*. Those who establish co-ops, and are members, decide how they best serve the needs of the group and how they should be structured. Working together is an operational must in any organization or business — this is even more so in a co-operative.

For the Eskimo, Indian, and Metis, working together has meant organizing 34 co-ops, in some 20 different activities, within 1.25 million square miles of frozen northland. These co-ops are bridging the change from the old life in the north to the new life infiltrating from the south.

Most co-ops are multipurpose. The products processed by them differ in type and use. These include artwork, prints, printed cloth, stone, ivory, wood and bone carvings, and fur and cloth garments. Even fish, raw skins and treated furs, and eiderdowns are among the many co-op products.

Why are co-ops essential in Canada's north? The modern world began influencing the Eskimo and Indian culture in the nineteenth century, causing an awakening to a new way of life less harsh than their own. Fur trapping began to replace the whaling crews, modern tools began to replace native implements, and today, living conditions in the north are being modernized. Prior to World War II, most of the people in the far north lived under

a one-product economy — in primitive conditions. War brought a change. Long known for their migratory traditions and isolated way of life, the Eskimos and Indians were suddenly exposed to an industrial society, a diversified economy within a settlement.

As Canadian and United States military agencies moved into the Arctic, building defence establishments and airstrips, so the Eskimo became involved in working for money. This he readily spent in the military trading posts. He began to appreciate what money could buy. Perhaps this was the first glimmer of a new way of life in Canada's north.

Co-operatives in the Canadian Arctic are still very young. The George River Co-operative was the first. It was established nine years ago on the east coast of Ungava Bay at Port Nouvea (formerly George River), Quebec, after Government development officers made a feasibility study of the area. In Port Nouvea, the need to sell locally caught Arctic char, and lumber hewn from local tree lots, caused the formation of a co-op. But not until the Eskimo was sure of its advantages did he sign an agreement formally accepting the co-op. Encouraged by what the co-op could mean in his way of life, a group of Eskimos eventually signed papers in 1959, agreeing to form the first co-op in the Arctic "to sell fish and lumber" at Port Nouvea. And so, with the help of co-op marketing devices, Arctic char, then known to only a few gourmet connoisseurs, became a menu's delight, available to many more people.

But before the Port Nouvea project could operate fully, much planning had to be done. Fishing equipment, a freezing unit, and other materials had to be ordered and delivered. These arrived on the first boat into Port Nouvea that summer — a memorable day for the Eskimos. Heavy crates containing freezer



Co-op educational meetings are held periodically to acquaint the Eskimo with co-op procedures. This discussion, held in a federal day school, was conducted by Jack Veitch, District Co-op Development Officer. He is giving the Metik Co-operative members (Belcher Islands, N.W.T.) ideas on how to overcome sales problems. Products sold are mostly soapstone carvings — one of a kind, created by local artists.



Members of the Ikaluit Co-operative, in Frobisher Bay, have become adept at pricing their handicrafts for sale in the south. Here you see them discussing new carvings.

parts were unpacked and soon a huge freezer was operating. By the end of that fall the Eskimos were in business for themselves. The freezer was filled with boxes of fresh Arctic char, cleaned and ready for cooking.

Living in a depressed area, the George River Eskimo had long since decided to move to another part of Ungava Bay; where food was plentiful and varied, and living easier. But when the co-op was introduced, the beginning of a regulated economy emerged and life became easier — no longer was there a need to move. The Eskimo's nomadic existence began to give way to life in a more settled community.

When Government development officers first visited George River, they also visited Port Burwell, a small settlement not far from Port Nouvea. Their careful surveys resulted in a second freezer for the north, built at Port Burwell in 1959. At that time there were only 23 people in the area. Buying and selling to meet their needs was difficult as the nearest trading post was several miles away. A local co-op was the answer, also a store stocked with basic supplies.

Again fishing was the main enterprise, and, as at the George River Co-operative, materials for a freezer and a store were ordered and delivered. Soon the new freezer was stocked with many boxes of "ready-to-cook" fish and the Port Burwell Eskimos were actively engaged in operating a co-op.

Building the little retail store caused great excitement in the small community. When the store manager, elected from among the 23 people, officially opened the store door, his invitation to "come in and see" got quick results. Business was brisk and excited.

And so, within a few months after the

opening of the first co-operative at Port Nouveau, the second Eskimo co-op was operating, at Port Burwell, Kikitaoyak Co-operative — the place where the land walks into the sea. The tiny community has prospered, has more than tripled in population, and is thriving on the proceeds of natural local resources, handled through their own co-operative.

Indians Follow

Four years after the first Eskimo co-op was established, Indians at Fort Franklin incorporated their first northern co-op. The Great Bear Co-operative engaged primarily in the manufacture and sale of Indian handicrafts.

In 1964 Indian wood carvers joined forces with the Eskimo co-operative at Great Whale River, thereby extending its usefulness. In the next two years, two more Indian co-ops were formed, at Fort Resolution and Rae. At Fort Resolution, lumbering and a sawmill were the main enterprises, and at Rae, the Etsaredi Co-operative undertook to manufacture and sell Indian handicrafts. A recent addition is the Kapami co-op, at Colville Lake, situated not far from the first Indian co-operative.

First Arctic Co-operative Housing

Another glimmer of the new way of life emerging in the north was the erection of several homes incorporating Eskimo interior designs. From a nomadic way of life, the Eskimo was beginning to change to a more settled existence; the temporary, flimsy coverings, once called home, were exchanged for a one-room prefabricated home. With the incorporation of a housing co-op, homes with more than one bedroom, and a separate living-room and kitchen were erected at Frobisher Bay. This was the first time the Eskimo had expressed what he required

in his own home. Built in 1962-63 and financed through the Department, these prefabricated homes were the outcome of the first Eskimo housing co-op in the Arctic.

First Co-op Conference

Eskimo people from Canada's western and far easterly parts of the Arctic met in 1963 for the first Eskimo Co-op Conference. Problems and new ideas were discussed in an atmosphere of excited interest, involving the Eskimo delegates in an entirely new way of life. Under the direction of an Eskimo chairman, the delegates controlled the entire conference, discussing and solving problems. This was the first conference where Eskimo delegates were in complete authority. The white man was an onlooker — sitting on the sidelines, listening, answering only the questions asked.

Each delegate went home with a clearer understanding of those problems which affected his own co-op and possibly others. He learned also of the many co-ops scattered across the Arctic, and discovered solutions to problems which often solved his own. And, out of the conference came an important conclusion — that a central marketing agency was needed to create new markets for the co-ops.

The conference was a success! It attracted attention from major national co-ops and co-operative centrals across Canada.

Second Conference

Three years after the first conference, a second was held, this time at Povungnituk, Quebec. Two ethnic groups from Canada's northland, Indian and Eskimo, joined hands at this meeting, both groups anxious to discuss mutual problems and share experiences.

Delegates from 19 co-ops attended. Others who couldn't attend because of

great distances, were sent minutes of the full conference. Six groups interested in forming co-ops sent delegates. The second conference was also a success. Mutual problems dissolved quickly at the discussion table, due mainly to a well-defined conference approach, gained from the first conference.

The avid interest flowing from these conferences has continued on for many months, resulting in a co-op federation in northern Quebec. This year, co-ops in the Mackenzie District have chosen delegates to attend a foundation meeting, and in eastern Arctic co-operatives have had initial discussions, which could mean two more federations in northern Canada. The next step will be the *confederation* of the federations — visualized within the next two or three years.

Economic Benefits

What economic benefit has the co-op provided the people of the north? In the over-all picture this may not be considered great. But in small settlements where co-ops operate, the story is quite different. The living standards of these people have improved considerably. No longer do they depend entirely on their native resources — hunting and fishing. When the catch was poor they faced long periods of starvation — now they are more independent of nature's fanciful changes. And neither do they depend on Government support entirely. As businessmen they are becoming more and more an integral part of modern business, supporting themselves, knowing what they want and how to obtain it.

Other benefits derived from the co-ops are not quite so apparent. These can be termed social and psychological. In the book, "People of Light and Dark", a study of Canada's Arctic and sub-Arctic regions, Professor Frank Vallee, Carleton University, Ottawa, stresses the social and psychological value of co-ops. He refers

to the co-operatives in the north as a means of "... helping people work away from the disheartening, demoralizing status they had in the past, when they looked for their signals from government officials, traders, and missionaries."

The financial success of northern co-ops can be seen in the following brief summary, based on a report by Aleksandrs Sprudz, co-op expert and Head of the Co-operative and Credit Union Development Section, Ottawa.

In the first year of operation (1959–60) the two young Eskimo co-ops reported \$31,000 worth of business and used \$16,000 in working capital — all borrowed. This year (1968), the total business volume of 34 co-operatives active in the north is expected to reach \$2 million.

The greater share of this total is newly created business, achieved by the use of some \$1 million working capital.

In addition to their economic role, the active operation of the co-operatives by the members introduces the northern people to the ways of local government. As part of the development of local government, the co-operative's role is important. Even where co-ops have not been an outstanding financial success, they have awakened the people to what goes on around them, and have stimulated their members to an awareness of responsibilities in those matters which affect their own well-being.

"Most co-operatives have been formed in unorganized communities or those in the early stages of organization and

their operation is closely linked to that of the community advisory council. For this reason, in addition to their important economic role, co-operatives are strong forces in the education of the northern peoples in the ways of local government." (From the "Report of the Advisory Commission on the Development in the Northwest Territories", Vol. 1, 57, p. 190.)

Mr. Sprudz expresses his reactions to the northern co-ops this way. "They help the local people break out of isolation and insulation. They take them to the world and show them their place in it. They bring the outside world right into the settlement. They (the people of the north) now know success in another way of life and are most anxious to learn more of that life." ☉

Obituaries/Nécrologie

Igloodik

President of the Igloodik Eskimo Co-operative, Pacome Kolaut, drowned in an accident last June. As part of a four-member crew, Mr. Kolaut had been transporting two D-8 Caterpillar tractors and an earth-moving scraper across 150 miles of land and ice from Bray Island to Igloodik. Mechanical difficulties, fuel shortages, and poor snow conditions harrassed their journey most of the way. Within 12 miles of their destination, an ice crack opened as the lead tractor rolled toward it. The tractor tipped, and slide below the ice into 35 feet of water. Mr. Kolaut was pinned in the cab, unable to jump free.

As leader of the Igloodik Co-operative, Mr. Kolaut had worked many years for his people and was a well-known hunter and a highly skilled soapstone carver.

Igloodik

Le président de la coopérative esquimaude d'Igloodik, Pacome Kolaut, s'est noyé en juin dernier. M. Kolaut, qui faisait partie d'un équipage de quatre membres, transportait deux tracteurs à chenilles *D-8* et deux écorcheuses de terrain sur une distance de 150 milles de

terre et de glace à partir de Bray Island jusqu'à Igloodik. Les difficultés d'ordre mécanique, le manque de combustible et les conditions médiocres de la neige rendirent presque tout le voyage pénible. Environ à 12 milles de leur destination une crevasse s'ouvrit dans la glace devant le tracteur de tête qui progressait dans cette direction. Le tracteur versa et glissa sous la glace dans 35 pieds d'eau. M. Kolaut, pris dans le véhicule, fut incapable de se dégager.

Comme chef de la coopérative d'Igloodik, M. Kolaut a travaillé pendant plusieurs années pour les Esquimaux; c'était un chasseur bien connu et un excellent sculpteur de stéatite.

Frobisher Bay

One of the north's most famous Eskimo guides died last June. Idlout E5-766 was driving a skidoo from Resolute air base to the village when he lost his way in poor snow conditions and fell down a 35 foot ravine. His body was found by Kudloo E5-733 lying by his skidoo a half mile from the trail.

Idlout was well-known in the north and in many other parts of the world. He had been an outstanding hunter and leader of his people at Pond Inlet, and

had achieved widespread fame through his part in a film taken from the book "Land of the Long Day" by Doug Wilkinson. As an experienced guide, he had worked with many parties working in the Northern area of Baffin Island and had taught the rudiments of Arctic survival at the R.C.A.F. Survival School, Resolute Bay.

Frobisher Bay

L'un des plus célèbres guides esquimaux du Nord est décédé en juin dernier. Idlout E5-766 conduisait une moto-neige de la base aérienne de Resolute au village lorsqu'il perdit sa route, par mauvais temps, dans la neige. Il fit alors une chute de 35 pieds, dans un ravin. Kudloo E5-733 retrouva son corps près de la moto-neige, à un demi-mille de la piste. Idlout était bien connu dans le Nord et dans plusieurs autres parties du monde. Chasseur hors pair et chef des siens, à Pond Inlet, il avait acquis une grande renommée pour avoir tourné dans un film tiré du livre de Doug Wilkinson, "Land of the Long Day". Guide chevronné, il avait travaillé avec plusieurs équipes dans la région septentrionale de l'île Baffin et enseigné les rudiments de l'art de survivre dans l'Arctique à l'école de survivance de l'ARC, à Resolute Bay. ☉



At Fort Smith, Madame Chrétien, wife of the Minister, accepts bouquet from shy little girl — 7 year old Sabrina, daughter of local Fire Chief, Dave Dragon.

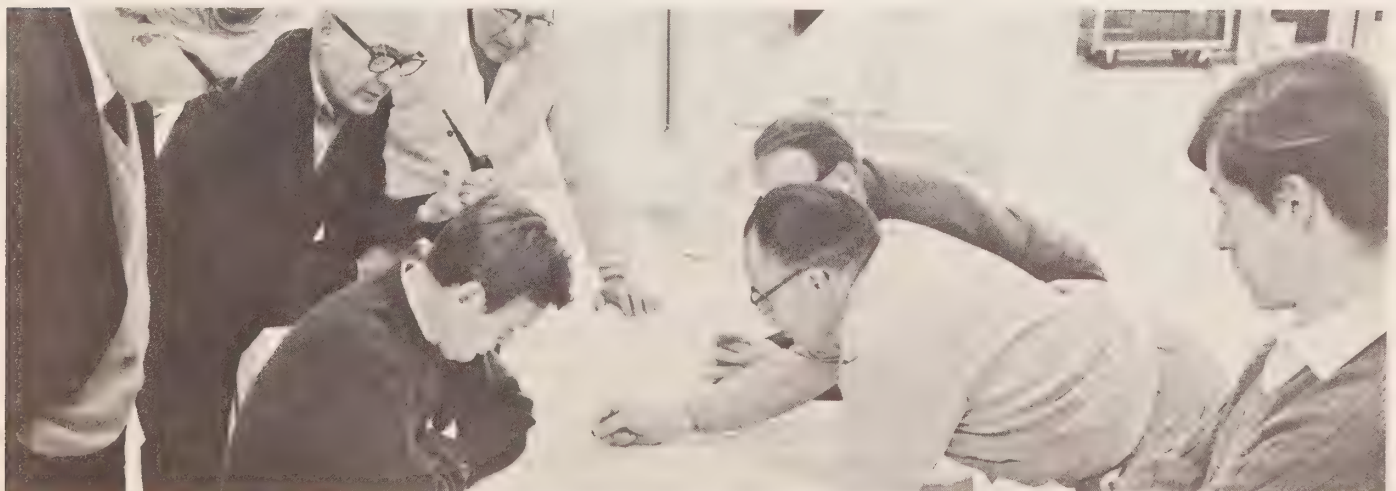


An avid fisherman, the Minister spent a few hours in the fiord bordered Cumberland Sound, off Pangnirtung, to land an Arctic char.



This handmade parka is the work of Nepesha of Cape Dorset. Mr. Chrétien brought it back to Ottawa for the Prime Minister.

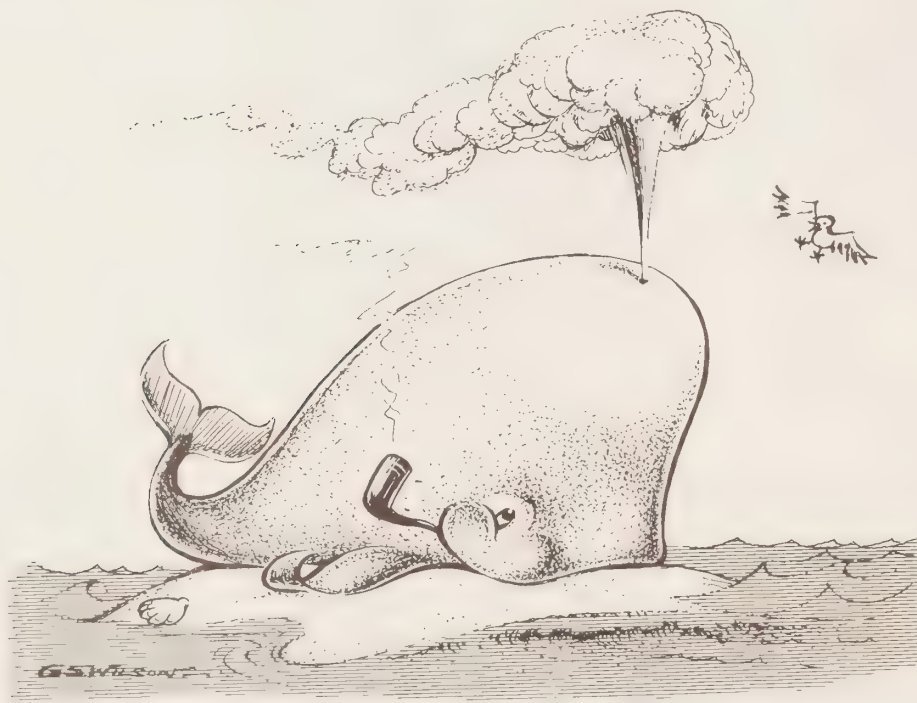
HEADING NORTHWARD — During Mr. Chrétien's recent fact-finding tour of the Canadian north, he travelled some 8,000 miles from the eastern to the western areas of the arctic, through the Keewatin District, and on into the Yukon. He tramped through Indian and Eskimo settlements, spoke with the residents and encouraged them to be proud of their native culture and language. The Minister was accompanied by his wife, Aline, and several Department officials. His reaction to his new post — the most challenging and most interesting.



Engrossed in a briefing session at Anvil Mines in the Yukon. The Minister (seated) checks charts with the Mine Manager and other officials. (Left) Deputy Minister, John MacDonald, and extreme right, John Rae, Executive Assistant to the Minister, watch closely.

a chief to remember

During the Minister's recent four day meeting in Moncton with representatives of the Maritime Indian reserves, Mr. Chrétien was made "a chief on the spot". The title Chief Glooskap was chosen, honoring a legendary Micmac who was considered the "wisest and greatest of his people". Helen Pace, acting chief of the department library, was persuaded to translate the story into English – here is her version and the original edition in French.



GLOOSKAP

Things would be a great deal better on this earth if Glooskap had remained among us. He liked people and wished them well. It was he who taught men the art of hunting and fishing, the names of the constellations, and how to dry fish, and he protected them against evil spirits. Every time a "bouhine" (a Micmac evil spirit) threatened to do his

people harm, he was warned by the dish of bark from which he used to eat. Then he went right away to meet the "harm" with his two dogs, one red with white, the other white with red. Both dogs were the size of mice but when Glooskap rubbed their fur the right way, they became enormous mastiffs. When their work was finished, Glooskap rubbed their fur backwards and

he was able to tuck them back into the sash bound around his middle.

Glooskap was more than a "téomul" (good spirit). He was also a great divinity, frequently taking on a human form. Like the Micmac Indians, he lived in a hut of bark. An old woman named Nougou-miche (the woman who feeds one), cooked for him. His man-servant

was Abistamouche. As Glooskap was very hospitable, he received many visitors, but the large number of guests hardly bothered him at all. Although Minas Basin was his beaver pond and large herds of deer were accustomed to gather around his dwelling, he did not kill the animals for food, nevertheless, hunger was unknown in his house. When there were guests for dinner, Nougou-miche rubbed the bone of a beaver over the cooking pot and the pot was filled with good meat. This meat was then served in bark dishes the size of a nutshell, but no one ever succeeded in emptying one of them.

Often travellers came to borrow Glooskap's canoe. Then he used to show them a stone island on which a large fir tree was growing and tell them to use it as much as they liked, and then to bring it back again to the front of his hut. As soon as the travellers had landed on the island, they saw the fir tree swell like a sail and they were transported to their destination "in the leap of a squirrel".

Glooskap was also a great traveller. His services were often required afar. When travellers needed him, they called him by imitating the cry of a loon. He always went right away and asked what the person who called wanted. The caller always had to tell the truth for he did not like "slips of the tongue", and every birch bark dish that he questioned used to bring back the facts to him faithfully.

He had his own way of satisfying unreasonable demands. One day a Micmac asked him to grant him a longer life than the others. Glooskap changed him into a twisted cedar tree which he planted between two rocks.

Every time he spoke to men, Glooskap begged them to live together in peace. He hated fighting and he threatened to return to the beautiful land whence he had come if the Micmacs unearthed the battle axe.

For the first time, men were afraid and they buried the hatchet before Glooskap could find out that they were on the warpath. Once, an Iroquois ran off with a Micmac squaw and he had to be avenged. Another time,

when an Indian tribe lacked game in its territory, the tribe invaded its neighbor's territory and there were several deaths on each side. Glooskap was away on a journey and possibly did not know about it. At any rate, on his return, he renewed his peace counselling, but the Indians believed they could fight without sending Glooskap away. They fought often, and Glooskap learned about it and became angry. So angry, he upset his cooking pot in Minas Basin (Spencer Island), where it can still be seen, and climbed up Cape Blomidon and beckoned to a large whale passing by. The whale came and settled near the Cape. When Glooskap had established himself on its back, the whale asked him,

"My son, where do you wish to go? "

"To the other side of the water which is everywhere. And don't waste time on the way. I am anxious to leave this shore."

"All right", said the whale and set out at full speed, skimming the surface of the water. It swam for a long time and then asked its passenger,

"My son, do you see land like a bow-string at the end of the horizon? "

"Not yet", replied Glooskap. "Swim a bit more."

After swimming a great distance further, the whale said to Glooskap,

"My son, I see weeds and hear mussels singing. Surely we are near land. Do not let me run aground; otherwise, large as I am, I shall never be able to return to my wife."

"You must see a shoal", said Glooskap. "Swim a bit more."

The whale swam further and found itself half out of the water on a sandy beach. Glooskap had wanted it this way for he didn't like to get his feet wet. Calmly he climbed down from his mount, smoking his pipe and he congratulated Nougoumi (that was the whale's name) on the fine journey it had made.

"Well and good, my son", said Nougoumi, "but who is going to put me back into the water which is everywhere about? You have forgotten that they are waiting for me at home."

"I never forget anything", said Glooskap, who took his bow and, using it

as a lever, put Nougoumi back into the water.

"Thank you, my son", said the whale. "You do things well. Now it would be very kind of you to let me have several puffs of your pipe. That would give me courage for the return swim."

"Here, grandpa, take it. I'll make you a present of it", said Glooskap, handing his pipe to the whale.

And since this episode whales have been "blowing" and sending the vapour through their nostrils when they rise to the surface of the water. ☺

GOUSECLAPPE

Les choses iraient beaucoup mieux sur la Terre des Hommes si Gouseclappe était demeuré parmi nous. Il aimait les hommes et leur voulait du bien. C'est lui qui leur a enseigné l'art de chasser et de pêcher, les noms des constellations, comment sécher le poisson. Toujours, il les a protégés contre les mauvais génies. Chaque fois qu'un *bouhine* menaçait de leur faire du mal il en était averti par le plat d'écorce dans lequel il mangeait. Aussitôt il allait à sa rencontre avec ses deux chiens, l'un rouge et blanc et l'autre blanc et rouge. Ils étaient gros comme des souris, mais lorsque Gouseclappe les frottait dans le sens du poil ils devenaient deux énormes dogues. Leur travail achevé, Gouseclappe les frottait à rebrousse-poil et pouvait les remettre dans sa ceinture.

Gouseclappe était plus qu'un *téomul*. C'était un grand Esprit, mais il prenait volontiers forme humaine. A l'instar des Micmacs, il habitait dans une loge d'écorce. Une vieille femme, qu'on appelait Nougou-miche, Celle-qui-nourrit, faisait sa cuisine et son serviteur était Abistamouche. Comme il était très hospitalier il recevait beaucoup de visiteurs, mais le nombre des invités ne l'embarrassait guère. Bien que le Bassin des Mines fut son étang à castors et que les élans aient accoutumé de se tenir par grosses bandes autour de sa loge, il ne tuait pas les bêtes et cependant on ne connaissait pas la faim chez lui. Lorsqu'il y avait du monde à dîner, Nougou-miche frottait un os de castor au-dessus de la marmite et celle-ci se remplissait de bonne viande. Cette viande était ensuite

servie dans des plats d'écorce grands comme une coquille de noix, mais jamais personne n'a réussi à en vider un.

Souvent des voyageurs venaient emprunter à Gouseclappe son canot. Il leur montrait alors une île de pierre sur laquelle poussait un grand sapin et leur disait de s'en servir tant qu'ils voudraient puis de la ramener devant sa loge. Aussitôt montés sur l'île, les voyageurs voyaient le sapin se gonfler comme une voile et ils étaient transportés à destination en un saut d'écureuil.

Gouseclappe était aussi grand voyageur. Ses services étaient souvent requis au loin. Quand on avait besoin de lui, on l'appelait en imitant le cri du plongeon. Il venait aussitôt s'enquérir du désir de celui qui l'appelait. Il fallait toujours dire la vérité, car il n'aimait pas les langues fourchues et tout plat en écorce de bouleau qu'il interrogeait lui rapportait les faits fidèlement.

Il avait sa façon de satisfaire aux demandes peu raisonnables. Un Micmac le pria un jour de le faire vivre plus longtemps que les autres. Gouseclappe le changea en cèdre tordu et le planta entre deux rochers.

Chaque fois qu'il parlait aux Hommes,

Gouseclappe leur recommandait de vivre en paix les uns avec les autres. Il avait horreur des batailles et menaçait de retourner dans le beau pays d'où il était venu si les Micmacs déterraient la hache de guerre.

Les Hommes eurent peur la première fois et enterrèrent la hache avant que Gouseclappe apprenne qu'ils étaient sur le sentier de la guerre, puis un Iroquois vola une femme micmac et il fallut bien se venger. Une autre fois, le gibier ayant manqué dans son territoire, une tribu envahit le territoire de sa voisine et il y eut plusieurs morts de chaque côté. Gouseclappe était en voyage et il ne le sut peut-être pas. De toute façon, à son retour, il se contenta de renouveler ses conseils de paix et les Hommes crurent que désormais ils pourraient se battre sans le faire partir.

Et ils se battirent si souvent qu'à la fin Gouseclappe le sut et se fâcha. Il renversa sa marmite dans le Bassin des Mines où on peut la voir encore monta sur le Cap Blomidon et fit signe à une grosse baleine qui passait. Elle vint se ranger près du cap et quand Gouseclappe se fut installé sur son dos elle lui demanda :

— Mon fils, où veux-tu aller?

— De l'autre côté de l'eau qui est partout. Et ne t'amuse pas en chemin. J'ai hâte de quitter cette rive.

— Bien, dit la baleine qui partit à toute vitesse en rasant la surface de l'eau.

Elle fit une grande nage puis demanda à son passager :

— Mon fils, vois-tu la corde d'arc au bout de l'horizon?

— Pas encore, répondit Gouseclappe. Nage encore un coup.

Après une autre grande nage la baleine dit à Gouseclappe :

— Mon fils, je vois des herbes et entend chanter des moules. Sûrement nous sommes près de terre. Ne me laisse pas échouer; autrement, gros comme je suis, je ne pourrai jamais retourner auprès de ma femme.

— Tu as dû voir un haut-fond, dit Gouseclappe. Nage encore un coup.

La baleine nagea encore un grand coup et se trouva à moitié hors de l'eau sur une plage de sable. Ainsi l'avait voulu Gouseclappe qui n'aimait pas se mouiller les pieds. Il descendit tranquillement de sa monture en fumant sa pipe et félicita Nougoumi (c'était le nom de la baleine) de la belle course qu'elle avait faite.

— Tu parles bien, mon fils, dit Nougoumi, mais qui va me remettre dans l'eau qui est partout? Tu as oublié que je suis attendu dans ma loge.

— Je n'oublie jamais rien, dit Gouseclappe qui prit son arc et, s'en servant comme d'un levier, remit Nougoumi dans l'eau qui est partout.

— Merci, mon fils, dit la baleine. Tu fais bien les choses. Maintenant tu serais bien aimable de me laisser tirer quelques bouffées de ta pipe. Cela me donnera du courage pour la nage du retour.

— Tiens, grand-père, prends-la. Je t'en fais cadeau, dit Gouseclappe en lui tendant son calumet.

C'est depuis cet épisode que les baleines fument et envoient de la fumée par les narines quand elles montent à la surface de l'eau qui est partout.

Légendes indiennes du Canada par Claude Mélançon. Les éditions du jour, 1967

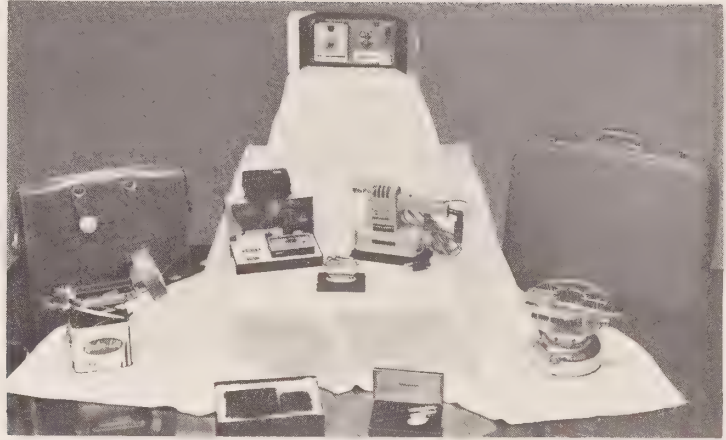
Red Feather Campaign

Jasper the Bear took temporary leave from his native habitat, the Canadian Rockies, this summer when he became the mascot of the Public Service Division United Appeal campaign which opened September 25 in Ottawa.

He came with the blessing of his creator, artist Jimmy Simpkins, and distributor, Canada Wide Feature Service Limited, and was assigned a special duty — urging public servants in the capital to contribute more than ever before to the United Appeal.



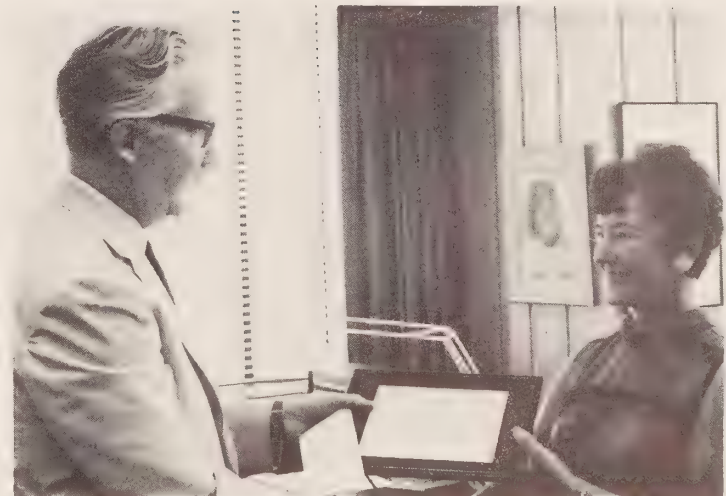
Two Department Employees Win Suggestion Awards



START THINKING — These elegant gifts are examples of the prizes to be awarded in a forthcoming Suggestion Award Contest. Watch your bulletin board and INTERCOM for further details.



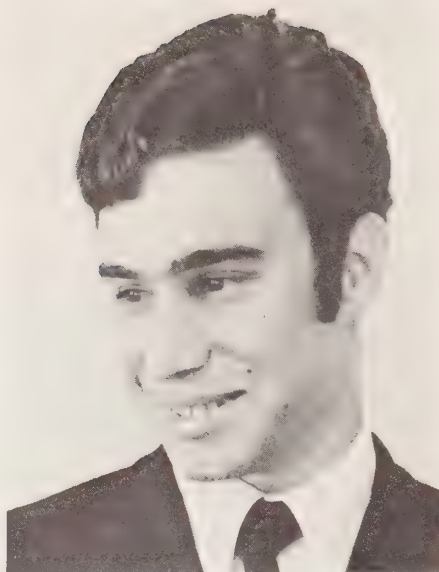
Those yellow pages inserted in the Government Telephone Directory this year were the brain child of a Department employee. Richard R. Primeau, National and Historic Parks Branch, submitted an idea to the Suggestion Award Contest and it won \$30. How to “Walk Through the Pages of the Telephone Directory” had given him many headaches — he solved the problem by suggesting a separate section for the Department, printed on yellow paper for easy identification. Mr. Primeau is seen in the above picture receiving a cheque from the Deputy Minister, John A. MacDonald.



Irene Armstrong, Departmental Administration, won her award for a suggestion which resulted in greatly reduced distribution costs of “Indian News”. Mrs. Armstrong is seen receiving \$365 from the Deputy Minister.



Judy Creighton



Frank Berlin



Reginald Schroeter

staff news

Appointments/Nominations

Judy Creighton has been appointed a programmer in the Computer Information Systems Division. Miss Creighton received her Bachelor of Arts Degree from Carleton University, Ottawa, in May 1967 and worked in Banff, Alberta, and the Bahamas until she joined the Department.

Mlle Judy Creighton a été nommée programmatrice à la Division de l'informatique. Mlle Creighton a obtenu son baccalauréat ès Arts de l'Université Carleton d'Ottawa, en mai 1967, et elle a travaillé à Banff (Alb.) et aux Bahamas avant de venir au Ministère.

Frank Berlin joined the Computer Information Systems Division of the Department in April as a programmer analyst after completing a training course run by the Central Data Processing Service Bureau. He has a Bachelor Degree in Business Administration from Babson Institute, Wellesly, Massachusetts.

M. Frank Berlin fait partie de la Division de l'informatique du Ministère depuis le mois d'avril comme programmeur des analyses après avoir suivi un cours de formation, offert par le Bureau central de traitement des données. Il détient un baccalauréat en administration des affaires de l'Institut Babson, de Wellesly (Mass.)

The appointment of Reginald J. Schroeter as Chief, Manpower Planning and Staffing in the Office of the Personnel Adviser, has been announced. Mr. Schroeter joined the Department in June and is responsible for recommending policies and procedures for the Departmental Manpower Planning and Staffing Programs. He had previously been with the Public Service Commission as co-ordinator of the Middle Management Development Program in Government Administration, and for several years with the Federal Department of Transport at various locations in Canada.

On apprend que M. Reginald J. Schroeter a été nommé chef de la planification et affectation de l'effectif au Bureau du conseiller en matière de personnel. M. Schroeter, qui fait partie du personnel du Ministère depuis juin, est chargé de la recommandation de politiques et procédés touchant les programmes de planification et d'affectation de l'effectif. Il appartenait auparavant à la Commission de la Fonction publique en qualité de coordonnateur du programme de perfectionnement des cadres moyens en administration gouvernementale. Il a aussi travaillé pendant plusieurs années pour le ministère fédéral des Transports en divers endroits au Canada.

Park Sullivan joined the Department in July as Supervisor — Oil and Gas Lands Unit with the Resource and Economic Development Group in Ottawa. In his new duties Mr. Sullivan will be responsible for the organization and operation of the Oil and Gas Lands Units. Mr. Sullivan was previously employed with the Gose Petroleum Co. as a Chief Landman in Calgary where he was in charge of all land work in Canada.

Depuis le mois de juillet dernier, M. Park Sullivan est surveillant, à la Sous-section des terres pétrolifères et gazéifères qui relève du Bureau des ressources et du développement économique. De par ses nouvelles fonctions, M. Sullivan est chargé de l'organisation et de la direction de la Sous-section des terres pétrolifères et gazéifères. Précédemment, M. Sullivan était au service de la *Gose Petroleum Co.* comme agent négociateur en chef, à Calgary où il s'occupait de toutes les tâches se rattachant aux négociations avec les propriétaires fonciers en diverses régions du Canada.

Jeanine Larocque was appointed in July in the Office of the Minister as the secretary to the Parliamentary Secretary. Mrs. Larocque came from the Department of National Revenue.



Irene Murray



Dwight E. Dolan



F. George Foot

nouvelles du personnel

M^{me} Jeanine Larocque a été nommée secrétaire parlementaire, en juillet, au cabinet du Ministre. M^{me} Larocque vient du ministère du Revenu national.

Irene Murray has been appointed Supervisor of the Key punch Unit. Born in Montreal, she received her early education in that city, then went to Notre Dame Convent in St. Eugene, Ontario, and later attended business college in Ottawa. Mrs. Murray was with the Department of Finance and joined the Department of Labour, where she worked for 15 years before coming to this Department.

M^{me} Irène Murray a été nommée surveillante de la Sous-section des perforatrices à clavier. Elle est née à Montréal et y a fait ses études primaires. Elle a ensuite fréquenté le couvent Notre-Dame à Saint-Eugène (Ont.) pour terminer ses études plus tard à Ottawa dans un collège commercial. M^{me} Murray appartenait au ministère des Finances, qu'elle quitta ensuite pour le ministère du Travail où elle travailla pendant quinze ans avant de venir à notre Ministère.

New to the Department's Office of the Public Information Adviser is Dwight E. Dolan. Mr. Dolan will head the North

Group, where he will be responsible for co-ordinating and administering publicity programs for developing public awareness of the north. As a journalist, Dwight Dolan worked for newspapers in Montreal and Florida and travelled the world on many leading assignments. He established his own news agency in Montreal, where, as a photo-journalist he contributed to national and international news media and magazines. In 1963 he assembled a photographic division for EXPO 67 and, as an expert in audio-visual services, acted as a consultant for participating countries. He also formed a pictorial information program for the world press at EXPO. Although an intrepid world traveller, the north is new to Dwight Dolan. He is, "Looking forward to assignments in the North with relish."

M. Dwight E. Dolan est une figure nouvelle au bureau du conseiller en information publique de notre Ministère. M. Dolan occupera le poste de chef du Secteur du Nord, service où il assumera la coordination et l'administration des programmes de publicité tendant à attirer l'attention du public sur les régions nordiques. Au cours de sa carrière de journaliste, M. Dolan a travaillé à Montréal et en Floride, et parcouru le monde entier à l'occasion de reportages

importants. Par la suite, il devait fonder sa propre agence de nouvelles à Montréal, où, à titre de journaliste-photographe, il apporta une contribution remarquable aux revues et autres organes de nouvelles, tant sur le plan national qu'international. En 1963, il organisa une division de photographie au service d'EXPO '67 et à titre d'expert en moyens audio-visuels, il remplit les fonctions de conseiller auprès des pays participants. Il fonda aussi un programme de nouvelles illustrées à l'intention de la presse mondiale à l'EXPO. Voyageur intrépide qui a vu du pays, M. Dolan se trouve en nouveau territoire quand il s'agit du Grand Nord. Il se réjouit d'avance de ses prochaines incursions.

F. George Foot has been appointed Chief of Administration in the Departmental Secretariat, his duties include responsibility for the administration of central support services; the analysis and co-ordination of accommodation requirements; planning and development of standard systems for policy procedure manuals; recommendation and implementation of long-term management procedures and practices; and counselling senior officers on administrative service matters. Mr. Foot was previously with the Department of

National Defence where he was head of the Canadian Forces Attaché Services.

M. F. George Foot a été nommé chef de l'administration au secrétariat du Ministère; ses fonctions comportent l'administration des services auxiliaires centraux; l'analyse et la coordination des besoins qui touchent aux locaux; la planification et l'élaboration de méthodes de normalisation pour les manuels traitant de politiques et procédés; la recommandation et l'application de pratiques et procédés administratifs à long terme. Il dispensera aussi des conseils aux agents supérieurs sur les questions de services administratifs. M. Foot était antérieurement au service du ministère de la Défense nationale où il était chef du service des attachés militaires des forces canadiennes.

Walter P. Maguire has been appointed Senior Program Management Evaluator in the Directorate of Program Management Evaluation, where he will head a team evaluating Field, Region, and Branch Program Management. Mr. Maguire was previously with the Department of National Defence as Director of Management Services, and has a Bachelor of Science (Mechanical Engineering) degree, and a Master of Business Administration degree from the United States Air University.

M. Walter P. Maguire a été nommé évaluateur supérieur de la gestion des programmes à la Direction de l'appréciation de la gestion des programmes. Il y dirigera une équipe chargée d'évaluer la gestion des programmes sur les lieux, dans diverses régions et à la Direction. M. Maguire travaillait auparavant au ministère de la Défense nationale comme directeur des services administratifs. Il a obtenu un

baccalauréat ès sciences (génie mécanique) et une maîtrise en gestion des affaires de la *United States Air University*.

Michael Smith and Bob Braham joined the office of the Personnel Adviser, Classification and Pay Section in July. Mr. Smith came from the Department of National Defence and Mr. Braham from External Aid.

MM. Michael Smith et Bob Braham travaillent depuis le mois de juillet au Bureau du Conseiller en matière de personnel, Section de la classification et des traitements. M. Smith vient du ministère de la Défense nationale et M. Braham, du Bureau de l'Aide extérieure.

E. Raymond Bourdon was appointed as Chief of the Classification and Pay Section, Office of the Personnel Adviser in July. Mr. Bourdon came from the Department of National Revenue, Customs and Excise Division, where he was Chief of Classification and Compensation Division.

M. E. Raymond Bourdon a été nommé, en juillet, chef de la Section de la classification et des traitements au Bureau du conseiller en matière de personnel. M. Bourdon travaillait au ministère du Revenu national (Division des douanes et accise), où il était chef de la Division de la Classification et de la compensation.

Ernest Rosengarten was appointed to the Industrial Division, Northern Administration Branch, in May this year to supervise the manufacture of fur and textile garments and sewn goods. He will provide advice and guidance to co-operatives and to projects operated by the Department. Mr. Rosengarten gained his first experience in fur garment manufacture while working in London, England,

in the family business. The firm, started in 1899, is now operated by his brothers. A newcomer to Canada in 1953, Mr. Rosengarten produced sample fur fashions for Christian Dior's Canadian line until his appointment with the Department.

M. Ernest Rosengarten a été affecté à la Division de l'expansion industrielle de la Direction des régions septentrionales, en mai dernier, pour surveiller la confection de vêtements de fourrure et de tissu et d'articles cousus. Il dispensera des conseils et avis aux coopératives et aux programmes régis par le gouvernement. C'est à Londres que M. Rosengarten a fait ses débuts dans la confection des vêtements de fourrure, dans l'entreprise même de ses parents. Les frères de M. Rosengarten sont maintenant à la tête de l'entreprise, ouverte en 1899. M. Rosengarten, arrivé au Canada en 1953, créait des modèles de vêtements de fourrure pour la filiale canadienne de Christian Dior avant d'accepter ce poste à notre Ministère.

Jocelyne Thivierge joined the Department in July in the Office of the Public Information Adviser as a typist.

Mlle Jocelyne Thivierge est entrée au Ministère en juillet pour occuper un emploi de copiste dans le Bureau du conseiller en information publique.

Robin Christie Kirby reported for duty in July in the Central Registry of the Departmental Secretariat.

Mlle Robin Christie Kirby travaille depuis juillet au Bureau central du courrier du secrétariat du Ministère.

Transfers/Mutations

Ernest A. Bennett was promoted and transferred from the Northern Administration Branch to the Canadian Wildlife Service in July. Mr. Bennett will assist the Staff Specialist, Migratory Bird Populations, dealing with game legislation, processing regulation, and handling general correspondence.

M. Ernest A. Bennett a été promu et muté, en juillet, de la Direction de l'administration septentrionale au Service canadien de la faune. M. Bennett secondera le spécialiste en titre des populations d'oiseaux migrateurs en ce qui concerne la législation touchant au gibier, la réglementation et la correspondance générale.



Conrad Proulx

Conrad (Conny) Proulx has been appointed Administration Officer in the Office of the Public Information Adviser.

Eight years ago Mr. Proulx joined the Indian Affairs Branch of the Department of Citizenship and Immigration as Chief Estimates Officer including other administrative duties. When the Indian Affairs Branch merged with other Branches he became Supervisor of Finance for the Administration Directorate of the Indian Affairs Branch. In his new position he is responsible for financial and personnel matters and other related duties.

M. Conrad (Conny) Proulx a été nommé agent administratif au Bureau du conseiller en information publique. M. Proulx a commencé à travailler pour la Direction des affaires indiennes du ministère de la Citoyenneté et de l'Immigration, voilà huit ans, comme agent en chef des évaluations. Il remplissait aussi d'autres fonctions de nature administrative. Lorsque la Direction des affaires indiennes a fusionné avec d'autres Directions, il est devenu surveillant des finances pour le compte de la Direction de l'administration, de ce qui était alors la Direction générale des affaires indiennes. Dans le cadre de ses nouvelles attributions, il est chargé de questions en matière de finance et de personnel et doit remplir aussi d'autres tâches connexes.

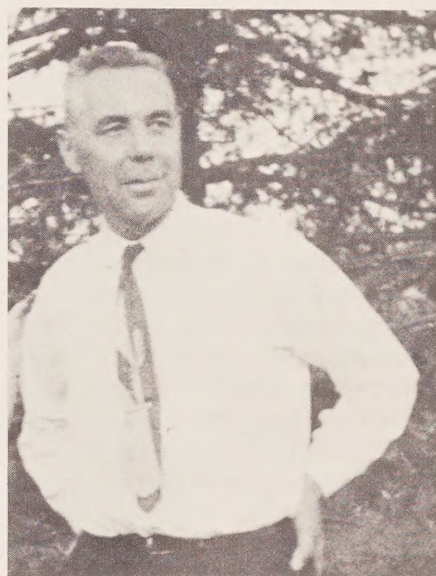
Rolande Pitt was transferred and promoted from the Northern Administration Branch to the Public Information Adviser in July.

Mme Rolande Pitt a été promue et mutée, en juillet, de la Direction des régions septentrionales du Bureau du conseiller en information publique.

H. Max Budgell, Senior Development Officer, Industrial Division Northern Administration Branch, was promoted and

transferred in June to the Indian Affairs Branch as Branch Fisheries Specialist.

M. H. Max Budgell, agent supérieur des services d'expansion de la Division de



H. Max Budgell

l'expansion industrielle, Direction des régions septentrionales, a été promu et muté, en juin, à la Direction des affaires indiennes, comme spécialiste des pêcheries.

Northern Administration Branch

Verna Todd, Assistant Supervisor of Transcribing Unit and Ralph Phillips, Industrial Section, were married June 15. Verna intends to devote all her time to homemaking (except cooking), much to the sorrow of Arctic District where she will be missed not only for her contribution as a stenographer, but also for her happy disposition. Two new girls have

reported to the Transcribing Unit, Dianne Douglas and Sylvia Mollema. Bernie Pischinger has left District Finance Office for a post in National Parks Branch. Denny Crozier is making steady progress. Joan Bowie, Arctic Quebec Regional Superintendent of Welfare, and Fred Cox of Supply Section are recuperating from surgery. Phillip Rowswell, a student at Carleton University School of Social Work, worked in District Welfare for the summer months. George Demeule, Community Teacher at Whale Cove transferred to Adult Education, Frobisher Bay. Carl Baker, Assistant Head of the School Services Section, Education Division, recently received his Bachelor of Arts degree, the culmination of several years' evening classes. Carl's friends extend their congratulations to him. Paul Koolerk, Eskimo Language and Culture Informant in the Linguistics Section of the Education Division, Northern Administration Branch, resigned from his position at the end of June and returned to his home in Pond Inlet. Paul had been with the Department four years.

Direction des régions septentrionales

Mlle Verna Todd, surveillante adjointe à la Sous-section de transcription a épousé M. Ralph Phillips de la Section industrielle, le 15 juin. Verna a l'intention de consacrer tout son temps aux tâches ménagères (sauf la cuisine) au grand regret du Bureau du district de l'Arctique à qui elle manquera non seulement en raison de ses talents de sténographe, mais aussi de son naturel enjoué. La Sous-section de transcription compte deux nouvelles employées. Mlles Dianne Douglas et Sylvia Mollema. M. Bernie Pischinger a quitté le Bureau des finances du district pour occuper un poste à la Direction des parcs nationaux. N. Denny Crozier fait de plus

en plus de progrès. Mlle Joan Bowie, surintendante régionale du bien-être social au Nouveau-Québec, et M. Fred Cox, de la Section de l'approvisionnement, sont en convalescence à la suite d'interventions chirurgicales. M. Phillip Rowswell, étudiant à l'école de service social de l'Université Carleton, a travaillé au Bureau du district (bien-être social) pendant les mois d'été. M. George Demeule, instituteur à Whale Cove, a été chargé de l'éducation des adultes à Frobisher Bay. M. Carl Baker, directeur adjoint de la Section des services scolaires, Division de l'éducation, a récemment obtenu son baccalauréat des Arts après avoir suivi des cours du soir pendant plusieurs années. Les amis de Carl le félicitent chaleureusement. M. Paul Koolerk, informateur sur la langue et la culture des Esquimaux, dans la Section de linguistique de la Direction des régions septentrionales, a résigné ses fonctions à la fin de juin et est retourné chez lui à Pond Inlet. Paul était au service du Ministère depuis quatre ans.

Northern Welfare Administrator Competition

To relieve the shortage of trained personnel required to administer the Branch's northern welfare programs, a competition was held to recruit non-professional staff. Over 40 applications were received by the Public Service Commission.

Recrutement par concours d'un administrateur du bien-être social dans le Nord

Afin de remédier à la pénurie de personnel spécialisé requis par la Direction pour administrer les programmes de bien-être social dans le Nord, un concours a été tenu pour recruter du personnel non

spécialisé. La Commission de la Fonction publique a reçu plus de 40 demandes.

Territorial Welfare Staff Appointments

Two social workers, who completed their training with the assistance of Northwest Territories bursaries, have been appointed to the Territorial Public Service; Pamela Gaudette of Claresholm, Alberta, graduated from University of British Columbia School of Social Work, and Eleanor Colwell, of Victoria and Edmonton, a graduate of McGill. Miss Gaudette is at Fort Smith and Miss Colwell at Inuvik. Mrs. Elaine Whitford of Fort Smith and Mrs. Vicki Mathers of Yellowknife have resigned from the federal welfare staff in favour of motherhood. Miss Lieselott (Lilo) Wolf has joined the federal staff at Inuvik.

Nominations au Bureau territorial du bien-être social

Deux travailleurs sociaux qui ont terminé leur formation grâce à des bourses accordées par les Territoires du Nord-Ouest ont été affectés au Service public des Territoires; Mlle Pamela Gaudette, de Claresholm, en Alberta, diplômée de l'école de service social de l'Université de la Colombie-Britannique, et Mlle Eleanor Colwell, de Victoria et Edmonton, diplômée de McGill. Mlle Gaudette est à Fort Smith et Mlle Colwell, à Inuvik. Mme Elaine Whitford, de Fort Smith, et Mme Vicki Mathers, de Yellowknife, ont démissionné du personnel fédéral de bien-être social pour se consacrer à leurs enfants.

**Copy Deadline for the December Issue
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Pages from the Polar Past

"By ten o'clock the Nonsuch had weighed anchor and her voyage had begun.

The passage across the Atlantic was without any incident worthy of record. The vessel was fortunate in encountering no gales or rough seas. The leisure of Groseilliers and Captain Gillam was employed chiefly in discussing the most advantageous landfall, and in drawing up plans for a settlement for fort-building and for trade with the tribes. By the 4th of August they sighted Resolution Isle, at the entrance of Hudson Strait. They continued fearlessly on their course. During their progress the shores on either hand were occasionally visible; and once a squall compelled them to go so near land as to descry a band of natives, the like of whom for bulk and singularity of costume, Groseilliers and the captain had never clapped eyes upon. They were right in judging these to be Esquimaux.

On the seventh day of their passage amongst those narrow channels and mountains of ice which had chilled the enthusiasm and impeded the progress of several daring navigators before them, the forty-two souls on board the Nonsuch were rewarded with a sight of Hudson Bay."

The above extract is from the book by Beckles Willson, "The Great Company", and reflects the historic voyage of the ketch *Nonsuch*. This first Hudson's Bay Company ship contributed one of the most interesting chapters to the romance of commerce and the fur trade — Canada's first industry.

A full-sized replica of the vessel is now under construction in Devon, England. The reconstruction is part of the Hudson's Bay Company's plans for its 300th anniversary in 1970. The replica (43 tons, over-all length 78 ft.) will be exhibited in England until it comes to Canada as a highlight of the Company's Tercentenary celebrations.

The new *Nonsuch* commemorates the original's 118-day voyage in 1668 with orders to sail "... with the first wind into Hudson Bay and there endeavour to bring your vessel into some safe harbour to trade with the Indians." Aboard with her captain, Zachariah Gillam and crew, was a passenger destined to become famous in Canadian history, Medard Chouart, Sieur de Groseilliers. Accompanying the original *Nonsuch* was another ship, the *Eaglet*, also with a renowned Canadian explorer aboard — Pierre Radisson. He and Groseilliers had been responsible for persuading a group of English adventurers with keen gambling instincts to finance the seemingly risky venture.

Both ships crossed the north Atlantic, but on approaching Hudson Strait, the *Eaglet* was damaged in a storm and was compelled to turn back. The *Nonsuch* sailed on through treacherous and unknown waters to anchor off a river at the southern end of James Bay on September 29, 1668. Captain Gillam called this, Rupert River. Here they built a fort and spent the winter of 1668-69 trading with the peaceful Cree Indians of James Bay.

This successful voyage and venture resulted in King Charles II of England granting a charter on the 2nd of May, 1670, to "The Governor and Company of Adventurers Trading into Hudson's Bay." Fur trading was to become the traditional and oldest economic activity that dominated all pursuits in the north for many years. The early exploring history of what is now the Northwest Territories is primarily concerned with the movement of fur traders who penetrated farther and farther north or west to tap the sources of furs. Although it is now but the fifth industry in the N.W.T., the production of furs is still the principal occupation of a large portion of the population. Great changes have taken place since the challenge of commercial enterprise in our vast northern territories began, when that small craft, with its courageous crew and compact cargo, sailed into Hudson Bay 300 years ago.

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